

DATA FROM THE 2004 FEDERAL HUMAN CAPITAL SURVEY

Department of Justice



#### FEDERAL HUMAN CAPITAL SURVEY 2004

#### **Report of Results**

Enclosed is a question-by-question summary of your department's or agency's response to the 2004 Federal Human Capital Survey. This summary displays results by Favorable, Neutral, Unfavorable, and in some cases where applicable, Do Not Know responses. Each item on the survey is associated with one of five response scales. As shown below, for each response scale two responses are categorized as "Favorable", one response is categorized as "Neutral", and two responses are categorized as Unfavorable".

Favorable Responses		Neutral Response U		ole Responses	Do Not Know
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Disagree Strongly Disagree	
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	
Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	
One of the Best	Above Average	Average	Below Average	One of the Worst	
Very Good	Good	Fair	Poor	Very Poor	

The total number of respondents answering each question is also displayed in the summary and is identified under the column heading "N".

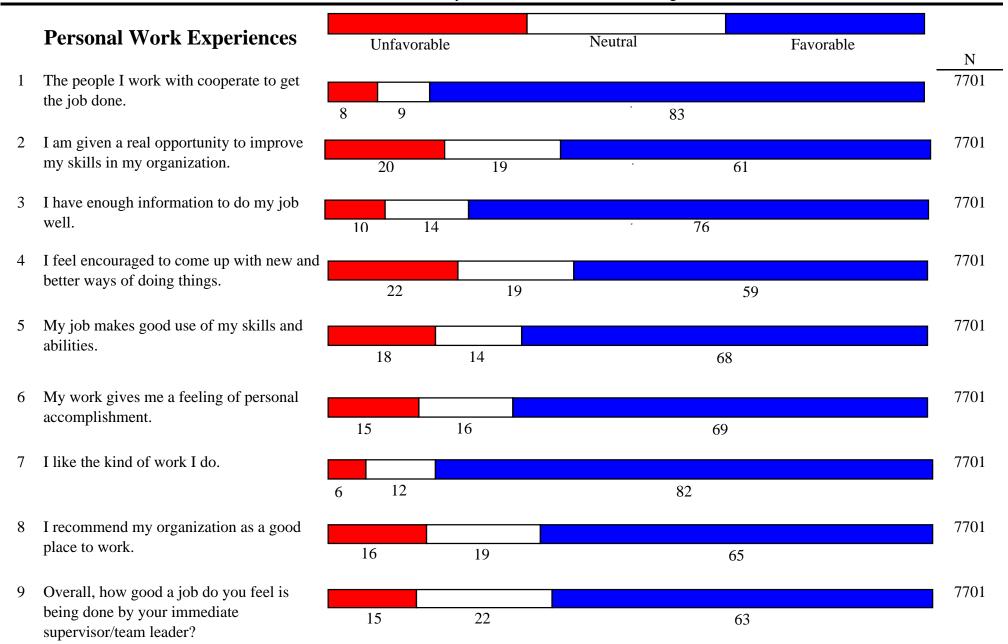
Detailed survey data for your department or agency are available on a private Web site maintained by OPM. Your agency has already identified personnel who will have access to this Web site.

Thank you for your support of the Federal Human Capital Survey.

#### Results for:

All Respondents

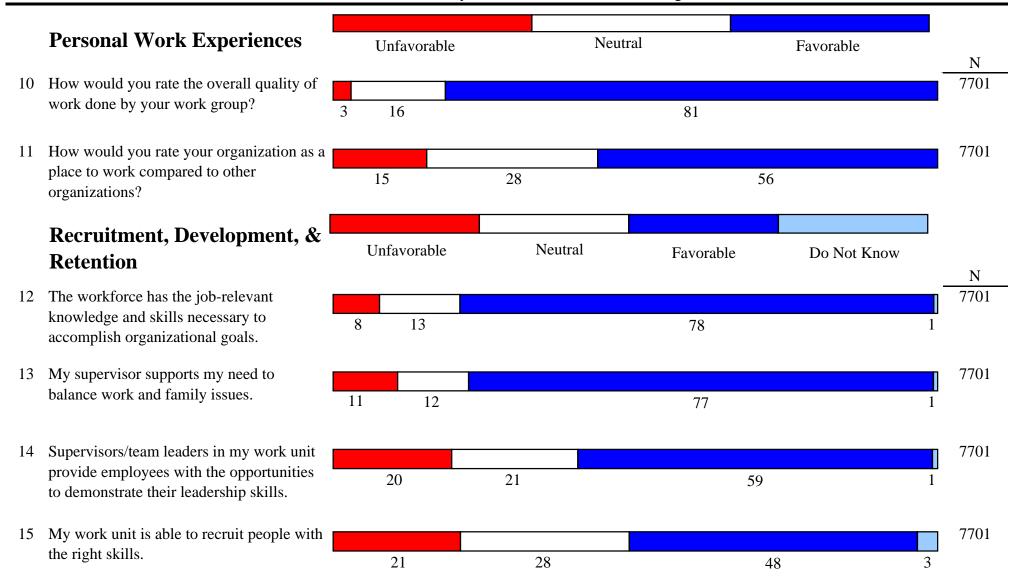
Number of Forms Returned: 7701



#### Results for:

All Respondents

Number of Forms Returned: 7701



#### Results for:

All Respondents

done.

**Retention** 

16 The skill level in my work unit has

17 I have sufficient resources (for example,

people, materials, budget) to get my job

improved in the past year.

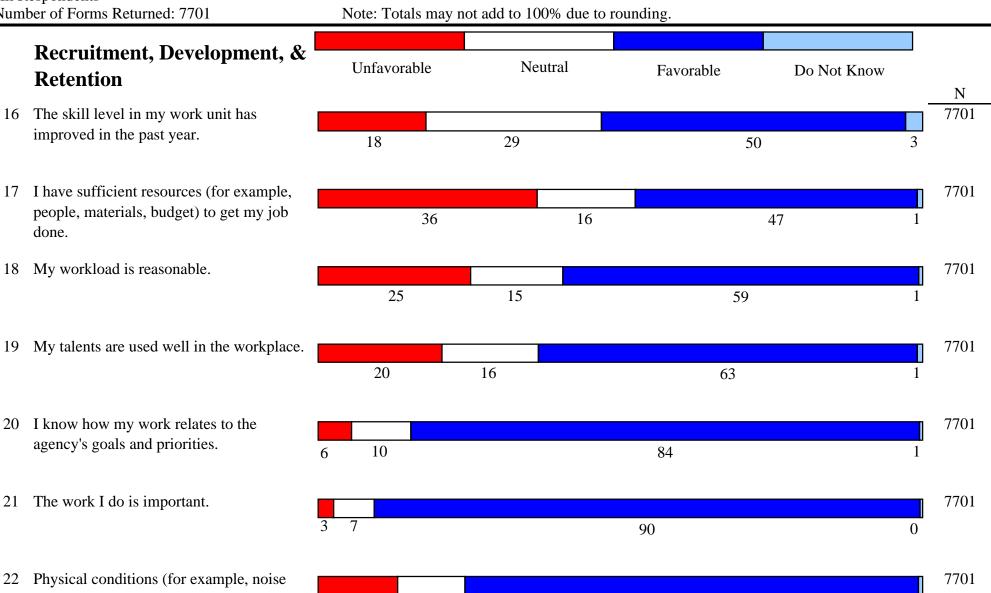
18 My workload is reasonable.

20 I know how my work relates to the

agency's goals and priorities.

The work I do is important.

Number of Forms Returned: 7701



75

level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

13

11

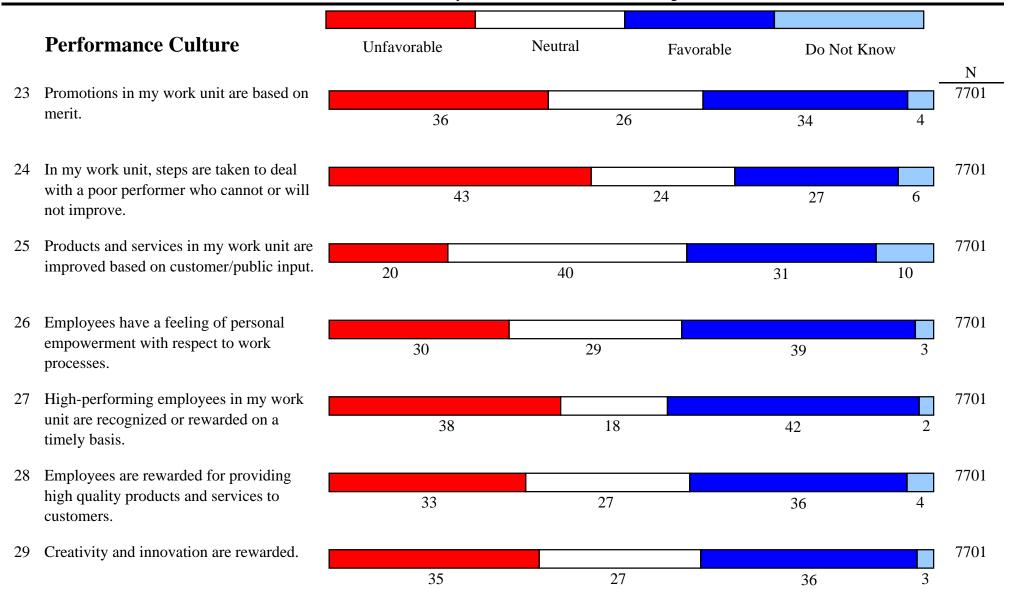
Physical conditions (for example, noise



# Results for:

All Respondents

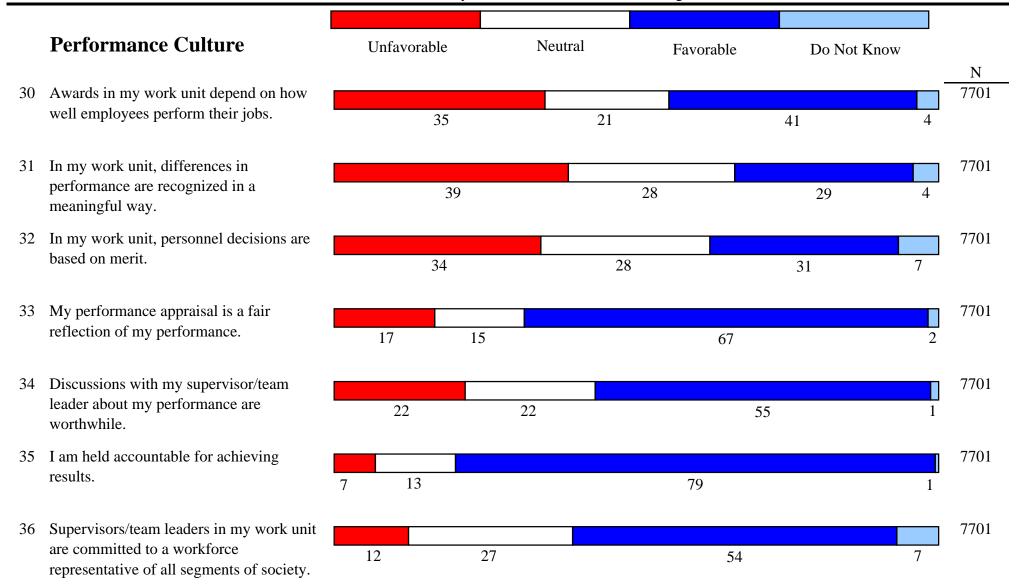
Number of Forms Returned: 7701



#### Results for:

All Respondents

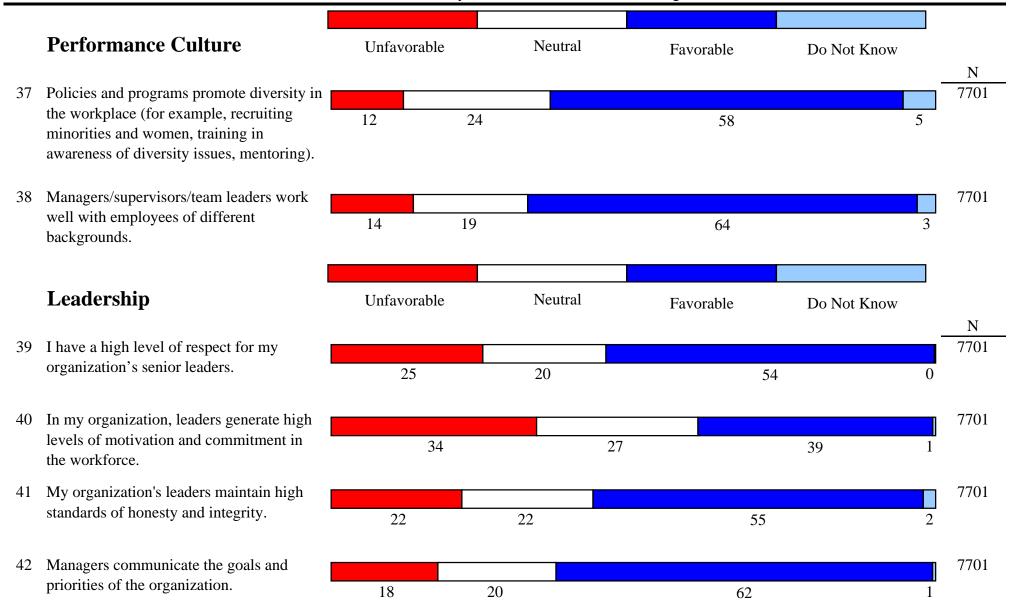
Number of Forms Returned: 7701



# Results for:

All Respondents

Number of Forms Returned: 7701



# Results for:

All Respondents

reprisal.

Number of Forms Returned: 7701

Note: Totals may not add to 100% due to rounding.

#### Leadership Unfavorable Neutral Favorable Do Not Know Managers review and evaluate the 770 organization's progress toward meeting its 22 13 60 5 goals and objectives. 44 Employees are protected from health and 7701 safety hazards on the job. 12 14 73 My organization has prepared employees 7701 for potential security threats. 14 11 75 Complaints, disputes or grievances are 7701 resolved fairly in my work unit. 24 26 11 39 Arbitrary action, personal favoritism and 7701 coercion for partisan political purposes are 22 23 49 7 not tolerated. Prohibited Personnel Practices (for 7701 example, illegally discriminating for or 10 18 62 10 against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated. I can disclose a suspected violation of any 7701 law, rule or regulation without fear of 20 23 50 8

# Results for:

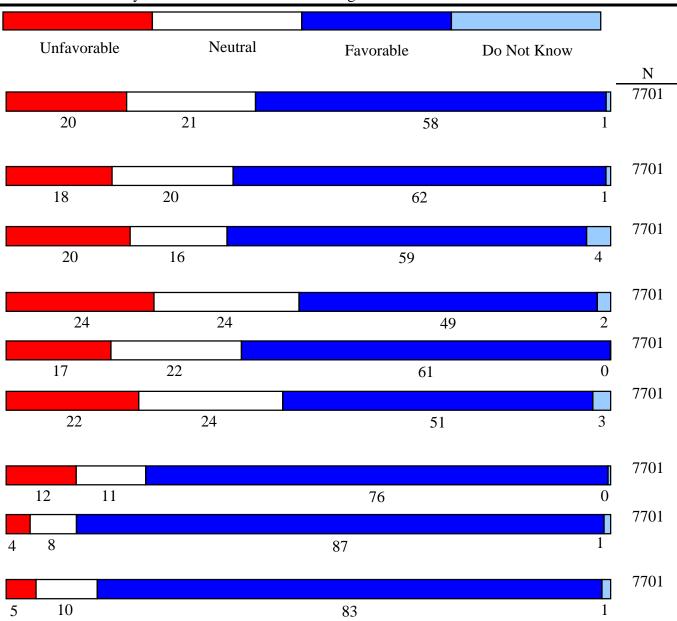
All Respondents

Number of Forms Returned: 7701

Note: Totals may not add to 100% due to rounding.

# Learning (Knowledge Management)

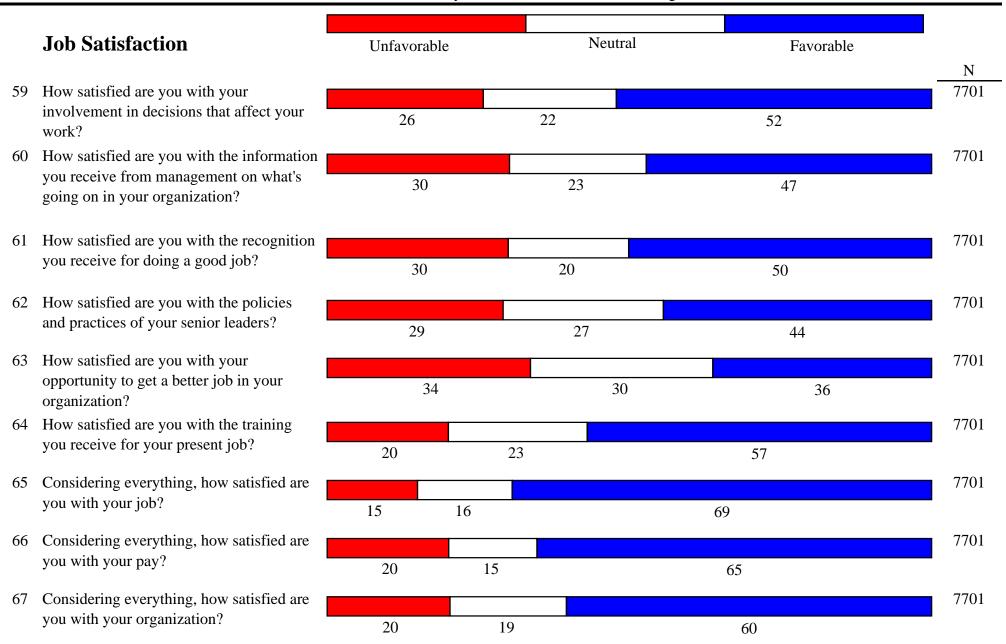
- 50 Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.
- 51 Supervisors/team leaders in my work unit support employee development.
- 52 Employees have electronic access to learning and training programs readily available at their desk.
- 53 My training needs are assessed.
- 54 I receive the training I need to perform my job.
- 55 Managers promote communication among different work units (for example, about projects, goals, needed resources).
- 56 Employees in my work unit share job knowledge with each other.
- 57 Employees use information technology (for example, intranet, shared networks) to perform work.
- 58 Employees use information technology (for example, intranet, shared networks) to gather and share knowledge.



# Results for:

All Respondents

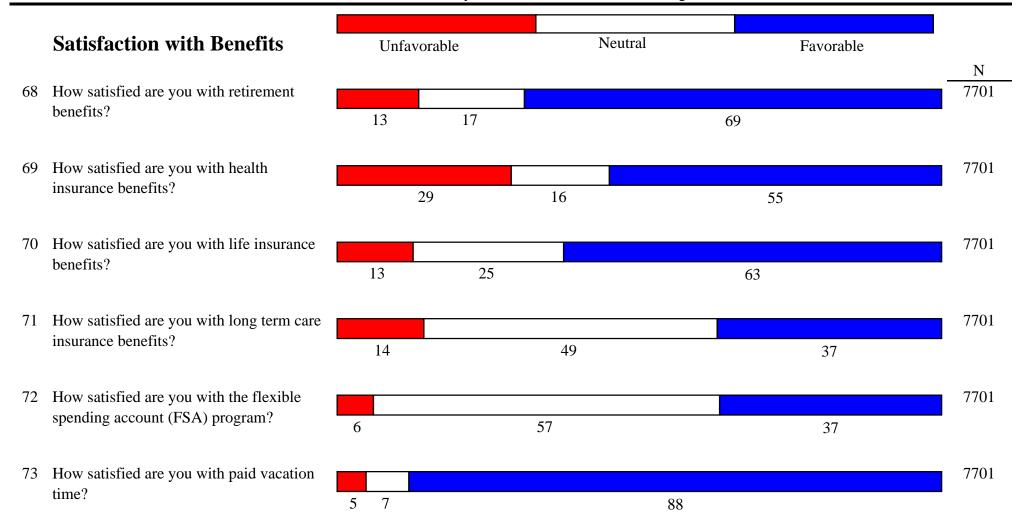
Number of Forms Returned: 7701



#### Results for:

All Respondents

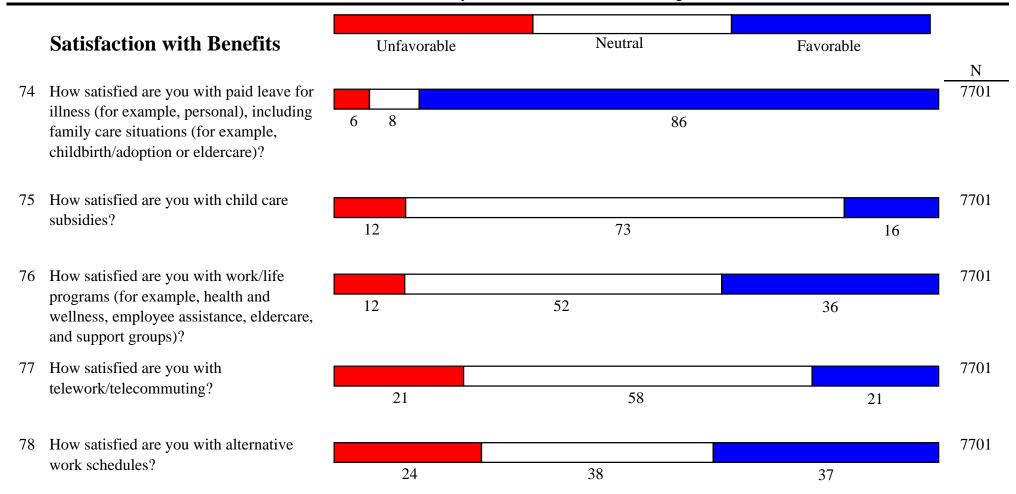
Number of Forms Returned: 7701



# Results for:

All Respondents

Number of Forms Returned: 7701



# Results for:

All Respondents Number of Forms Returned: 7701 Note: Totals may not add to 100% due to rounding.

	Demographics	Percent	0 20 40 60 80 100 N
79	Where do you work?		7701
	Headquarters	36%	
	Field	64%	
80	What is your supervisory status?		7701
	Non-Supervisor	51%	
	Team Leader	12%	
	Supervisor	23%	
	Manager	11%	
	Executive	3%	
81	Are you [male or female?]		7699
	Male	54%	
	Female	46%	
82	Would you describe your racial or ethnic background as?		7695
	White (Non-Hispanic)	70%	
	Black (Non-Hispanic)	18%	
	American Indian or Alaska Native	1%	I
	Asian/Pacific Islander	3%	
	Hispanic	8%	

# Results for:

All Respondents Number of Forms Returned: 7701 Note: Totals may not add to 100% due to rounding.

	Demographics	Percent	0	20	40	60	80	100	N
83	What is your age group?							_	7698
	Under 20	0%							
	20-29	4%							
	30-39	24%							
	40-49	39%							
	50-59	29%							
	60 or older	4%							
84	What is your pay category/grade? Federal Wage System (e.g., WB, WD, WG, WL, WM, WS)	3%	0						7701
	GS 1-6	2%							
	GS 7-12	37%							
	GS 13-15	49%							
	Senior Executive Service	3%							
	Senior Level (SL) or Scientific or		ı						
	Professional (ST)	1%							
	Other	5%							
85	How long have you been with the Federal Government (excluding military service)?								7701
	Less than 1 year	0%	I						
	1 to 3 years	8%							
	4 to 5 years	6%							
	6 to 10 years	16%							
	11 to 20 years	40%							
	More than 20 years	30%						Page	14

# Results for:

All Respondents Number of Forms Returned: 7701 Note: Totals may not add to 100% due to rounding.

	Demographics	Percent	0 20 40 60 80	 100 N
86	How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?			7701
	Less than 1 year	1%	I	
	1 to 3 years	13%	_	
	4 to 5 years	9%		
	6 to 10 years	20%		
	11 to 20 years	40%		
	More than 20 years	17%		
87	Are you considering leaving your organization within the next year, and if so, why?			7701
	No	73%		
	Yes, to retire	5%		
	Yes, to take another job in the Federal Government	15%		
	Yes, to take another job outside the Federal Government	4%		
	Yes, other	4%		
88	I am planning to retire:			7701
	Within one year	3%		
	Between one and three years	9%		
	Between three and five years	11%		
	Five or more years	78%		
			ı	Page 15

